

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY R.G. LE HÉRISSIER OF ST. SAVIOUR
ANSWER TO BE TABLED ON TUESDAY 5th JULY 2011**

Question

What are the differences, if any, in the roles of the HR Director (Operations) and the HR Director (Strategy and Change)?

How is it intended to entrench change within the public sector with these Directors who are occupying temporary appointments?

Answer

The Human Resources (HR) Director (Operations) is accountable for the delivery of Business as Usual Human Resources via the established HR Units in the departments of the Civil Service and related services such as Harbours and Airports. In addition the role leads on key aspects of the reshaping of the function's services such the introduction of new Resourcing software and Intranet.

The HR Director (Strategy and Change) is accountable for the Terms and Conditions review , the redesign of HR Policies and procedures and Change support to Central and departmental CSR Programmes. In addition the role leads on capacity building in key areas such as learning and development, reward, and organisational development.

Both roles are temporary and are there to bridge the gap prior to the appointment of a new States of Jersey HR Director, which is currently in train. The roles help to maintain the momentum of CSR change and enhance the capacity of existing staff through coaching and development.